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UNITED STATES CIVIL SERVICE COMMISSION

WASHINGTON, D.C. 20415

CHAIRMAN

MAY 31 1978

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Honorable Stansfield Turner
Director
Central Intelligence Agency
Washington, D.C. 20505

Dear Admiral Turner:

I want to take this opportunity to bring you up to date on the status of the Presidential Management Intern Program and to request your personal attention to a few key aspects of its implementation. The President and I are appreciative of the support you have given the Program. We consider it among the first of many steps to improve public management in the Federal Service.

Agency requests for interns greatly exceeded the number of positions authorized in Executive Order 12008, signed last August 25 by the President. Several of your key agency managers served on screening panels that helped select the finalists. The referral and placement process is moving toward completion. By all indications, it has worked well.

As the President noted in his memorandum to you of September 1, 1977, the Program is designed to bring into government each year 250 of the highest caliber individuals from among those receiving graduate degrees in the field of public management. The fact that these people elected to be trained in public management is a measure of their commitment to public service careers.

To fully benefit from the abilities and commitments these individuals bring to the Federal Service, your personal interest and involvement in the following activities will be appreciated:

- Program guidance calls for mentors to be designated for each intern. These high level career management officials should meet periodically with the intern, the agency's program coordinator and the intern's supervisor to discuss and guide the intern's professional growth. I will be asking you to take a personal interest in the designation of these individuals this summer.
- A distinguishing feature of the intern program will be its career development and counseling component. Throughout their 2-year internships, interns will attend special seminars and workshops designed to assist them in applying their knowledge of public management theory to the demands of government decisionmaking. The program will begin with a 3-day orientation in Washington, D.C., July 12-14, which all interns

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are expected to attend. Subsequent programs will be conducted in the Washington, D.C. area and regional locations. Agencies will be responsible for the costs associated with the full education and counseling program. We estimate the cost will be \$1,200 per intern per year. I know I can count on you and your managers to provide assignments and developmental opportunities that will form the basis for rewarding and productive public service careers.

- This new program also provides some unique opportunities to evaluate selection methods, intern development approaches, performance evaluation methods, and the relevance of public management curricula to Federal careers. As we develop our broad evaluation strategy, we may wish to call on you for some assistance.

I would like to ask you to make sure that your agency has adequate procedures to ensure that the performance of each intern is carefully evaluated.

Our combined evaluation efforts should provide the basis for effective planning for next year's Program. Later this year, we will be contacting you concerning a preliminary hiring estimate for next year.

On behalf of the President, I encourage you to become personally involved in assuring that the goals of the Program are achieved. The Presidential Management Intern Program is one of the first accomplishments of this Administration to strengthen and improve the Federal personnel system.

Sincerely yours,


Alan K. Campbell